



WASHOE COUNTY

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STAFF REPORT

BOARD MEETING DATE: October 28, 2014

DATE: October 1, 2014
TO: Board of County Commissioners
FROM: John Listinsky, Director of HR/Labor Relations
328-2089, jlistinsky@washoecounty.us
THROUGH: Joey Orduna Hastings, Assistant County Manager
328-2000, JHastings@washoecounty.us

SUBJECT: Recommendation to approve a settlement agreement dismissing Supreme Court Case no. 66249 and Second Judicial District Court case number CV13-02479, both brought by the Washoe County Sheriff's Supervisory Deputies Association (WCSSDA) and Washoe County Sheriff's Deputy Association (WCSDA), by amending the collective bargaining agreements between the County and Associations to provide a .75% wage increase to employees represented by the WCSSDA and WCSDA effective January 1, 2015, and a one-time payment of \$1,250 for current employees represented by the WCSSDA and WCSDA and covered by the WCSSDA and WCSDA collective bargaining agreements who were so employed and represented on July 1, 2011 – payment to be made on or before December 1, 2014. The fiscal impact associated with this action is estimated at \$313,200 for the .75% wage increase and \$442,500 for the one-time payment of \$1,250 for a total fiscal impact of \$755,700. (All Commission Districts)

SUMMARY

Recommendation to approve a settlement agreement dismissing Supreme Court Case no. 66249 and Second Judicial District Court case number CV13-02479, both brought by the Washoe County Sheriff's Supervisory Deputies Association (WCSSDA) and Washoe County Sheriff's Deputy Association (WCSDA), by amending the collective bargaining agreements between the County and Associations to provide a .75% wage increase to employees represented by the WCSSDA and WCSDA effective January 1, 2015, and a one-time payment of \$1,250 for current employees represented by the WCSSDA and WCSDA and covered by the WCSSDA and WCSDA collective bargaining agreements who were so employed and represented on July 1, 2011 – payment to be made on or before December 1, 2014. The fiscal impact associated with this action is estimated at \$313,200 for the .75% wage increase and \$442,500 for the one-time payment of \$1,250 for a total fiscal impact of \$755,700.

Washoe County Strategic Objective supported by this item: Valued, engaged employee workforce.

PREVIOUS ACTION

The Board of County Commissioners approved wage increases of 2% effective July 1, 2014 and 1% effective January 1, 2015 at the Board meeting of June 24, 2014.

BACKGROUND

Recommendations to adjust wages in support of settlement agreements have been previously approved by the Board for both represented and unrepresented employee groups. Approval of these recommendations will resolve all issues that have been raised, or which would have been raised, as a result of decreases made to Deputies and Supervisory Deputies wages as a result of changes to PERS contribution rates.

Recommendations to adjust wages and provide a one-time lump sum payment to employees recognized by the WCSSDA and WCSDA are as follows:

1. One-time wage increase of .75% effective January 1, 2015
2. One-time lump sum payment of \$1,250 to be paid out on or before December 1, 2014 for those recognized individuals employed as of July 1, 2011 and still employed by the County

Note: Agreements between Washoe County and the Sheriff's Deputies and Supervisory Deputies will be amended in accordance with the provisions of the aforementioned settlement agreements.

FISCAL IMPACT

The annual fiscal impact of the one-time wage increase of .75% effective January 1, 2015 is estimated at \$313,200 and the annual fiscal impact of the one-time lump sum payout of \$1,250 is estimated at \$442,500 for a total fiscal impact of \$755,700 (account 701110/fund 1001). The wage increase portion will be an annuity of \$313,200 as part of base wages going forward.

These cost increases will necessitate a budget augmentation during the fiscal year. Budget will monitor the General Fund budget status related to this settlement and in conjunction with the Comptroller's Office, propose the necessary adjustments from an appropriate source fund.

RECOMMENDATION

Recommendation to approve a settlement agreement dismissing Supreme Court Case no. 66249 and Second Judicial District Court case number CV13-02479, both brought by the Washoe County Sheriff's Supervisory Deputies Association (WCSSDA) and Washoe County Sheriff's Deputy Association (WCSDA), by amending the collective bargaining agreements between the County and Associations to provide a .75% wage increase to employees represented by the WCSSDA and WCSDA effective January 1, 2015, and a one-time payment of \$1,250 for current employees represented by the WCSSDA and WCSDA and covered by the WCSSDA and WCSDA collective bargaining agreements who were so employed and represented on July 1, 2011 – payment to be made on or before December 1, 2014. The fiscal impact associated with this action is estimated at

\$313,200 for the .75% wage increase and \$442,500 for the one-time payment of \$1,250 for a total fiscal impact of \$755,700.

POSSIBLE MOTION

Should the Board approve this recommendation, a possible motion would be:

Move to approve a settlement agreement dismissing Supreme Court Case no. 66249 and Second Judicial District Court case number CV13-02479, both brought by the Washoe County Sheriff's Supervisory Deputies Association (WCSSDA) and Washoe County Sheriff's Deputy Association (WCSDA), by amending the collective bargaining agreements between the County and Associations to provide a .75% wage increase to employees represented by the WCSSDA and WCSDA effective January 1, 2015, and a one-time payment of \$1,250 for current employees represented by the WCSSDA and WCSDA and covered by the WCSSDA and WCSDA collective bargaining agreements who were so employed and represented on July 1, 2011 – payment to be made on or before December 1, 2014. The fiscal impact associated with this action is estimated at \$313,200 for the .75% wage increase and \$442,500 for the one-time payment of \$1,250 for a total fiscal impact of \$755,700.